



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Cleveland Field Office  
1240 E 9th St, Suite 3001  
Cleveland, OH 44199  
(216) 306-1120  
Website: [www.eeoc.gov](http://www.eeoc.gov)

### **DETERMINATION AND NOTICE OF RIGHTS**

(This Notice replaces EEOC FORMS 161 & 161-A)

Issued On: 05/09/2022

To: Mr. Frank D. Dundee  
7707 Amberwood Trail  
Boardman, OH 44512  
Charge No: 532-2020-02558

EEOC Representative and email: Legal Unit  
(267) 589-9707

---

### **DETERMINATION OF CHARGE**

The EEOC issues the following determination: The EEOC will not proceed further with its investigation and makes no determination about whether further investigation would establish violations of the statute. This does not mean the claims have no merit. This determination does not certify that the respondent is in compliance with the statutes. The EEOC makes no finding as to the merits of any other issues that might be construed as having been raised by this charge.

### **NOTICE OF YOUR RIGHT TO SUE**

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice.** Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.

If you file a lawsuit based on this charge, please sign-in to the EEOC Public Portal and upload the court complaint to charge 532-2020-02558.

On behalf of the Commission,

Digitally Signed By: Karen McDonough  
05/09/2022

---

Karen McDonough  
Acting Cleveland Field Office Director

**Cc:**

Marcie Manson  
UNIVERSITY HOSPITALS  
UHEEOCOCRCCCharge@UHhospitals.org

Israel  
ATTORNEY AT LAW  
risrael@thinkgk.com

Please retain this notice for your records.